

We Claim:

- 1     1.     A method in a computing system for managing employee data, the  
2             method comprising:  
3             extracting employee position management information in a first form that  
4                     is associated with a first source computerized employee position  
5                     management system;  
6             converting the employee position management information in the first  
7                     form into employee position management information that is in a  
8                     second intermediate form; and  
9             converting the employee position management information in the second  
10                     intermediate form into employee position management information  
11                     in a target form that corresponds to a target computerized  
12                     employee position management system.
- 1     2.     The method of Claim 1, further comprising:  
2             using the employee position management information in the target form  
3                     to perform at least one computer-implemented act from a set of  
4                     computer-implemented acts comprising:  
5                     creating a new employee position record in the target  
6                             computerized employee position management system; and  
7                     updating an existing employee position management record in the  
8                             target computerized employee position management  
9                             system.
- 1     3.     The method of Claim 1, further comprising:

2 extracting employee position management information in a third form that  
3 is associated with a second source computerized employee  
4 position management system that is distinct from the first source  
5 computerized employee position management system;  
6 converting the employee position management information in the third  
7 form into employee position management information that is in the  
8 second intermediate form;  
9 converting the employee position management information in the second  
10 intermediate form into employee position management information  
11 in the target form; and  
12 using the employee position management information in the target form  
13 to perform at least one computer-implemented act from a set of  
14 computer-implemented acts comprising:  
15 creating a new employee position management record in the  
16 target computerized employee position management  
17 system; and  
18 updating an existing employee position management record in the  
19 target computerized employee position management  
20 system.

1 4. The method of Claim 1, wherein the second intermediate form includes a  
2 list of employee positions element for defining a hierarchy of data  
3 elements, wherein the hierarchy of data elements includes a plurality of  
4 employee position elements, which include other elements.

1 5. The method of Claim 4, wherein each of the plurality of employee  
2 position elements includes one or more elements selected from a group  
3 comprising:  
4 a position identifier;  
5 a position base data element;  
6 a position related division element  
7 a position related organization element;  
8 a related parent position element; and  
9 a position custom data element.

1 6. The method of Claim 5, wherein the position base data element includes  
2 one or more elements selected from a group comprising:  
3 a position description element; and  
4 a position name element.

1 7. The method of Claim 5, wherein the position related division element  
2 includes a position related division identifier.

1 8. The method of Claim 5, wherein the position related organization  
2 element includes a position related organization identifier.

1 9. The method of Claim 5, wherein the related parent position element  
2 includes a related parent position identifier.

1 10. A computer-readable medium carrying one or more sequences of  
2 instructions for managing employee data, wherein execution of the one

3 or more sequences of instructions by one or more processors causes the  
4 one or more processors to perform:  
5 extracting employee position management information in a first form that  
6 is associated with a first source computerized employee position  
7 management system;  
8 converting the employee position management information in the first  
9 form into employee position management information that is in a  
10 second intermediate form; and  
11 converting the employee position management information in the second  
12 intermediate form into employee position management information  
13 in a target form that corresponds to a target computerized  
14 employee position management system.

1 11. The computer-readable medium of Claim 10, further comprising:  
2 using the employee position management information in the target form  
3 to perform at least one computer-implemented act from a set of  
4 computer-implemented acts comprising:  
5 creating a new employee position record in the target  
6 computerized employee position management system; and  
7 updating an existing employee position management record in the  
8 target computerized employee position management  
9 system.

1 12. The computer-readable medium of Claim 10, further comprising:  
2 extracting employee position management information in a third form that  
3 is associated with a second source computerized employee

4 position management system that is distinct from the first source  
5 computerized employee position management system;  
6 converting the employee position management information in the third  
7 form into employee position management information that is in the  
8 second intermediate form;  
9 converting the employee position management information in the second  
10 intermediate form into employee position management information  
11 in the target form; and  
12 using the employee position management information in the target form  
13 to perform at least one computer-implemented act from a set of  
14 computer-implemented acts comprising:  
15 creating a new employee position management record in the  
16 target computerized employee position management  
17 system; and  
18 updating an existing employee position management record in the  
19 target computerized employee position management  
20 system.

1 13. The computer-readable medium of Claim 10, wherein the second  
2 intermediate form includes a list of employee positions element for  
3 defining a hierarchy of data elements, wherein the hierarchy of data  
4 elements includes a plurality of employee position elements, which  
5 include other elements.

1 14. The computer-readable medium of Claim 13, wherein each of the  
2 plurality of employee position elements includes one or more elements  
3 selected from a group comprising:  
4 a position identifier;  
5 a position base data element;  
6 a position related division element  
7 a position related organization element;  
8 a related parent position element; and  
9 a position custom data element.

1 15. The computer-readable medium of Claim 14, wherein the position base  
2 data element includes one or more elements selected from a group  
3 comprising:  
4 a position description element; and  
5 a position name element.

1 16. The computer-readable medium of Claim 14, wherein the position related  
2 division element includes a position related division identifier.

1 17. The computer-readable medium of Claim 14, wherein the position related  
2 organization element includes a position related organization identifier.

1 18. The computer-readable medium of Claim 14, wherein the related parent  
2 position element includes a related parent position identifier.

1 19. A data structure for managing employee data, the data structure  
2 comprising a list of employee positions element for defining a hierarchy

3 of data elements, wherein the hierarchy of data elements includes a  
4 plurality of employee position elements, which include other elements.

1 20. The data structure of Claim 19, wherein each of the plurality of employee  
2 position elements includes one or more elements selected from a group  
3 comprising:

4 a position identifier;  
5 a position base data element;  
6 a position related division element  
7 a position related organization element;  
8 a related parent position element; and  
9 a position custom data element.

1 21. The data structure of Claim 20, wherein the position base data element  
2 includes one or more elements selected from a group comprising:

3 a position description element; and  
4 a position name element.

1 22. The data structure of Claim 20, wherein the position related division  
2 element includes a position related division identifier.

1 23. The data structure of Claim 20, wherein the position related organization  
2 element includes a position related organization identifier.

1 24. The data structure of Claim 20, wherein the related parent position  
2 element includes a related parent position identifier.

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